

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY, CALIFORNIA
AND RECORD OF ACTION**

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November 30, 2004

FROM: JUNE GRIFFITH-COLLISON, Acting Director
Arrowhead Regional Medical Center

SUBJECT: AGREEMENTS FOR NURSING SERVICES

RECOMMENDATION:

1. Approve an agreement with Nursefinders, Inc. in an amount not-to-exceed \$347,760 for Fiscal Year 2004/05, for registered nursing services.
2. Approve an agreement with ProCare One, in an amount not-to-exceed \$347,760 for Fiscal Year 2004/05, for registered nursing services.

BACKGROUND INFORMATION: Approval of this item will allow the Arrowhead Regional Medical Center to utilize registry nurses on temporary basis from both Nursefinders and ProCare One.

Per Policy 11-05, Board of Supervisors approval is needed for services in excess of \$25,000 per scope of service per vendor per department each fiscal year.

Currently the Arrowhead Regional Medical Center (Medical Center) has eleven vacant Registered Nursing Positions in the Critical Care units, nine vacancies in Neonatal Intensive Care Unit (NICU), and five vacancies in the Operating Room (OR). Due to the State and nationwide nursing shortage the Medical Center has encountered difficulty in recruiting and retaining experienced specialty critical care certified personnel.

The Medical Center's Nursing and Human Resources Department's are continuing to aggressively recruit and retain staff. This is being done through newspaper and magazine advertisements, mailings to members of California Neonatal Association of Nurses, and to local schools that offer nursing programs. A direct mailer was sent to 20,000 NICU nurses via the Board of Registered Nurses. These efforts have provided some additional staff, but vacancies continue to exist.

The challenge of attracting experienced specialty nurses is multifaceted, consisting of various factors including desired shift availability, monetary compensation, and geographic location. Additionally specialty nurses may transition to other nursing opportunities within San Bernardino County.

As it stands now, there is an immediate need for additional number of staff to provide care in the critical care areas and provide additional support with the large volume of operative cases. Currently the Medical Center utilizes the services of the Board approved temporary agencies, however the level of personnel required are not included in these agreements. Nursefinders and ProCare One are able to provide nursing staff needed for our critical care specialties.

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The Medical Center has discussed options available with the Purchasing Department. Currently the Purchasing Department is concluding an RFP process for temporary help services. Once completed the Medical Center will evaluate the classifications included in awards and if appropriate terminate the agreements with Nursefinders and Procare, Inc.

The services of Nursefinders and ProCare One will only be used as required to meet the staffing needs of the critical care areas and OR. Recruiting and training is and will continue for the vacant positions.

REVIEW BY OTHERS: This item has been reviewed by County Counsel (Charles J. Larkin, Deputy County Counsel, 387-5433) on November 17, 2004, and County Administrative Office (Bea Valdez, Administrative Analyst, 388-0211) on November 17, 2004.

FINANCIAL IMPACT: There is no local cost as a result of these Agreements. The total amount of the agreements requested is for an amount not-to-exceed \$695,520. These expenditures will be funded through additional revenue including SB 1255 and SB 855. Adequate appropriations and revenue are available in the Medical Center's FY 04/05 budget.

COST REDUCTION REVIEW: The County Administrative Office has reviewed this agenda item and recommends approval since these agreements are essential to the health and welfare of the Medical Center's patients.

SUPERVISORIAL DISTRICT(S): All

PRESENTER: June Griffith-Collison, Acting Director, Arrowhead Regional Medical Center, 580-6150

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